



MISHA MARIAM

PhD Candidate | Management & Organization | Foster School of Business | Univ. of Washington
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EDUCATION

University of Washington, Seattle – Foster School of Business

Ph.D., Organizational Behavior - expected June 2020
Minor in Research Methods

Rutgers State University – Rutgers Business School, Newark

PhD in Organizational Behavior – transferred (attended 2013 – 2015)

International Management Institute, New Delhi

Post Graduate Diploma in Management (formally, MBA) – 2011

Aligarh Muslim University, Aligarh, U.P.

Bachelor of Arts (Economics; Graduated with Honors) – 2008
Minor in Statistics and Psychology

RESEARCH INTERESTS

I am interested in the effects of leader styles and attributes on employee performance and well-being, team processes and outcomes, and organizational strategies. In my dissertation, I focus on leader communication styles and study their impact on various employee outcomes through motivational, affective, and cognitive pathways. In other projects, I look at leaders' participative strategies and their impact on team performance and leader perceptions. I also have related projects on understanding the implications of leader attributes such as narcissism, and extraversion on organizational strategy. In addition to leadership, I am interested in studying workplace phenomenon that are especially relevant in modern organizations. I have several ongoing projects in this area including papers on mindfulness and morality, reactions to workplace aggression, organizational change, and global virtual teams (GVTs).

PUBLISHED RESEARCH

Gupta, A., Nadkarni, S., and **Mariam, M.** (forthcoming) Dispositional sources of managerial discretion: CEO personality, CEO ideology, and firm strategies. *Administrative Science Quarterly*

- *Included in the Best Paper Proceedings of the Academy of Management Meeting, 2016 in Anaheim, CA*

MANUSCRIPTS UNDER REVIEW

Elisio, M., Reynolds, S., Watkins, T., & **Mariam, M.** [Mindfulness and Moral Behavior – complete title redacted for blind review]

- Under review (Journal: Journal of Applied Psychology)

Velez-Calle, A, **Mariam, M.**, Gonzalez-Perez, M-A., Eisenberg, J & Alfredo, J [Millennials in task-based virtual teams: Using challenge reconstruction and solution generation schemes]

- Revise and resubmit (Journal: Critical Perspectives on International Business)

SELECT WORKING PAPERS

Mariam, M, Chen, X.P., and He, W [Participative Leadership]

- Field study completed
- Currently designing manipulation for additional experimental study

He, W, Chen, X.P., and **Mariam, M** [Unfolding Model of Victim Self-Protection Behavior]

- Manuscript preparation for submission

Mariam, M and Chen, X.P. [**Dissertation:** Theoretical Model of Motivational Implications of Leaders' Communication Style]

- Drafting manuscript

Mariam, M [**Dissertation:** Effects of Leaders' Communication Style on Employee Cognition, Performance and Well-being]

- Pilot studies with Amazon Mechanical Turk (MTurk) completed
- Currently collecting field data and designing experimental manipulation

Avolio, B., Bracht, E., & **Mariam, M.** [Qualitative study on Model of Organizational Change]

- Collecting additional data

Mariam, M and Barnes, C [Theoretical Model on Crossing Time Zones and Circadian Desynchrony in Global Work]

- Drafting manuscript

CONFERENCE PRESENTATIONS AND PAPERS ACCEPTED

Mariam, M, Chen, X.P., and He, W (2019) Participative Decision Making. Poster presentation at Society for Industrial and Organizational Psychology, National Harbor, Washington DC.

He, W, Chen, X.P., and Mariam, M (2019) Unfolding Model of Victim Response to Workplace Aggression. Paper presentation at Academy of Management Specialized Conference: Responsible Leadership in Rising Economies, Bled, Slovenia.

Gupta, A Nadkarni, S and Mariam, M (2016) CEO decision making processes. Paper presentation at 76th Annual Meeting of the Academy of Management, Anaheim, CA

Mariam, M and Barnes, C Miles to go before I sleep: Crossing Time Zones and Circadian Desynchrony in Global Work. Paper presentation at 77th Annual Meeting of the Academy of Management, Atlanta, GA

Mariam, M (2015) Innovation as a Reflection of CEO Cognitive Patterns. Symposium acceptance at 74th Annual Meeting of the Academy of Management, Vancouver, BC.



Mariam, M (2015) Unintended Consequences of External Recognition in teams with Status Multiplicity. Symposium acceptance at 74th Annual Meeting of the Academy of Management, Vancouver, BC.

Velez-Calle, A.; Mariam, M. & Gonzalez-Perez, M-A. (2015) Expect the unexpected: Demystifying crosscultural issues in task-based Global Virtual Teams. AIB-SE 2015, Savannah, United States.

TEACHING EXPERIENCE

Ratings

Undergraduate teaching at the University of Washington

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| • Leadership and Organizational Behavior (Winter 2018) | 4.4/5.0 |
| • leadership and Organizational Behavior (Winter 2019) | 4.8/5.0 |

PROFESSIONAL SERVICE AND MEMBERSHIP

- Associate Editor, Management Insights Journal (Research Highlights)
- Ad hoc reviewer, Academy of Management Annual Meeting, OB Division (2015, 2016 and 2017)
- Ad hoc reviewer for Journal of International Management
- Member of Academy of Management (Divisions: Organizational Behavior, Human Resources, and Organization and Management Theory)
- Member of Society for Industrial and Organizational Psychology (SIOP)

AWARDS & HONORS

- Finalist of "Most Promising Research Proposal" Award of the Network of Leadership Scholars (NLS) at Academy of Management (2019), Boston, MA
- PhD Program Teaching Award for Outstanding Teaching (2018-2019)
- Management & Organization Teaching Stars (Winter 2019)
- Winner of Dean's Fund for Summer PhD Research (Rutgers Business School), 2014
- Best Summer Internship Award at International Management Institute, New Delhi, 2010
- Naina Lal Kidwai Award (Bachelor of Arts, Aligarh Muslim University), 2008

NON-ACADEMIC PROFESSIONAL EXPERIENCE

- **Infosys BPO Limited** - Bangalore, India
 - Associate Lead, Business Process Human Resources (Jan. 2012 – May 2012)
- **Firstsource Solutions Ltd.** - Bangalore, India
 - Sr. HR Executive, Employee Engagement and Retention (May 2011-Jan. 2012)
- **Firstsource Solutions Ltd.** - Bangalore, India
 - Summer Internship (April-May, 2010)
- **Foundation for MSME clusters** - New Delhi
 - Internship (Jan.– Mar., 2011)

CERTIFICATIONS

ICEdge Certified Trainer for Cross-cultural communication training
 Workshop on 'Quality Tools (5S and Kaizen) and Customer Satisfaction'
 Workshop on 'Retail: Business Development and Retail Infrastructure'

REFERENCES

Dr. Xiao-Ping Chen

Professor of Management
Philip M. Condit Endowed Chair in Business Administration
Associate Dean for Faculty and Academic Affairs
Department of Management & Organization
Foster School of Business
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Dr. Scott J. Reynolds

Professor of Business Ethics
Weyerhaeuser Endowed Faculty Fellow
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Dr. Bruce Avolio

Professor of Management
Mark Pigott Chair in Business Strategic Leadership
Executive Director of Center for Leadership and Strategic Thinking
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